

## Guideline based on the Fair Recruitment Principles

by Thai Tuna Industry Association / Thai Pet Food Trade Association

### The principles and rationale behind the TTIA/TPFA's issuance of guidelines for labour recruitment following the Fair Recruitment principles

As the tuna and pet food industries heavily rely on labour in their production, and labour recruitment process requires compliance with both Thai and origin country laws, stakeholders are beginning to recognize the importance of recruitment according to the ILO principles (General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs). There has been an interpretation of these principles to align with key Thai laws and support the adoption of fair labour recruitment practices by all parties. This has led to discussions to clarify recruitment costs and reduce gaps in forced labour and human trafficking issues. Therefore, the Associations have developed the following recruitment guideline to support its members in implementation.

No.	Topic	Guideline clarification
1	Endorsement to recruitment that complies with the law, with an employment contract, no forced labour, and no human trafficking.	Members of the TTIA/TPFA endorse the ILO's Fair Recruitment principles, which prohibit the charging of fees or costs related to labour recruitment. Employment must be based on contracts, without discrimination or forced labour. There should be a grievance mechanism, and employers may be responsible for actual recruitment costs, which should be transparent and verifiable.
2	Endorsement to consultations to adjust recruitment costs and fees to be fair to all parties	The TTIA/TPFA endorses tripartite consultations between employers, employees, and the government on recruitment costs based on the principles of the ILO to ensure that the costs are fair and reasonable.
3	Clear clarification of costs in the country of origin to avoid corruption issues.	Members of the TTIA and the TPFA will not endorse the payment of costs that are related to bribes, unclear, undisclosed, or illegitimate expenses, as they carry the risk of being associated with human

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		trafficking or forced labour. This includes any costs that cannot be identified or justified.
4	Endorsement to consultation between employers and workers regarding who should bear the cost of obtaining passports.	The TTIA/TPFA endorses consultations between employers and workers to determine who should bear the cost of obtaining passports. Passports are considered important personal documents. It is the workers' freedom to use them for travel or personal identification. Employers have no right to retain employees' passports, even if they bear the cost of passports.